



Vacancy Announcement 2015-23 –Gardener-Full Performance Level-2 positions

Ref: 2015-10

Open to: All Interested Candidates
Position: Gardener
Opening date: May 12, 2015
Closing date: May 26, 2015
Work hours: Full time

ALL ORDINARILY RESIDENT (OR) APPLICANTS (*See Appendix A*) MUST HAVE THE REQUIRED WORK AND/OR RESIDENCY PERMITS TO BE ELIGIBLE FOR CONSIDERATION.

The U.S. Embassy in Bishkek is seeking an individual for the position of Gardener in Facility Maintenance Office.

Basic function of position

Groundskeeper is employed to perform year-round grounds upkeep services around the exterior of the U.S. Government owned and leased facilities, including but not limited to gardening during the summer, snow-removal in the winter, and year-round general upkeep and sweeping. Responsible for all horticultural and grounds maintenance, hardscape, and all other exterior enhancements, collectively referred to as “Landscaping”; responsible for the exterior elements and structures that are built into the landscape such as a sidewalk, driveway, fountain, bench, trellis, or gazebo (hardscape); responsible for the Horticulture elements such as fruits, vegetables, flowers, or ornamental plants. Receives written or oral work orders from the Foreman indicating location and scope of work to be accomplished, or independently proceeds to the assigned area and begins daily routine. Performs all necessary duties and tasks to maintain the health and aesthetic quality of the “Landscaping” including but not limited to the lawns, gardens, trees, shrubs, flowers, walkways, driveways, and fountains. Cares for and performs cleaning and routine maintenance on any equipment and assets involved in the performance of these duties. Required to operate various power driven equipment, such as push- and ride-on lawn mowers, trimmers/edgers, and a fork-lift. Position is supervised by the Custodial/Grounds Foreman.

Qualifications required

All applicants must address each selection criterion detailed below with specific and comprehensive information supporting each item.

Education and Experience: Completion of secondary school and one year of practical gardening or related groundskeeping experience required at a manufacturing plant, government agency, major resort, hospital, office or residential complex, or a large university/school system **OR** completion of primary school and three years of practical gardening or related groundskeeping experience required at a manufacturing plant, government agency, major resort, hospital, office or residential complex, or a large university/school system is required.

Languages: English Level 1 (rudimentary) is required. Russian Level 3 (good working knowledge) (reading, speaking, and writing) is required (*Language proficiency will be tested.*)

Knowledge: Expert knowledge dealing with all aspects of plant, soil and conditions. Must be able to determine what actions to take to reduce pest problems, drought conditions, early frost, fungus, and chemical problems. Able to recognize hazardous unsafe conditions and make corrections. The position requires knowledge and understanding of the local climate, soil conditions and adaptability of vegetation to these conditions as well as knowledge of the botanical and landscaping principles; experience in handling, mixing and applying gardening pesticides, chemical sprays, ice-melt, ect. and understanding proper procedures and safety precautions associated with their use and exposure. Experience operating a tractor.

Skills and abilities: Must know how to use a variety of tools of landscaping and snow removal trade including ladders; be organized, be able to keep work sites clean, neat, and safe; must be able to conform to the established safety and health policy and procedures; must be able to properly utilize appropriate personal protective equipment (PPE) as required by the job activity; good thinking skills for solving routine tasks and repairs; ability to self-plan work assignments accordingly for best use of time; be flexible while responding to emergency situations in an efficient and timely manner; work in various adverse conditions such as tight or enclosed spaces, heights, and temperature extremes, indoors or outdoors to complete work assignments; excellent interpersonal skills and be able to handle a large workload and multiple tasks; ability to deal tactfully and courteously with the Embassy employees and visitors; must be able to work independently and in a team; be able to take direction; communicate orally with co-workers; basic math and geometry skills and the ability to apply these skills to job tasks; local Driver's License (Class B) is required for occasional use for operation of official Embassy vehicles for official business, both manual and automatic transmissions (*This will be tested*; local Certification to operate a tractor is required (*This will be tested*); physical ability for lifting, carrying and moving dirt, fertilizer, seeds, sod, transplants, ice-melt, snow removal and in attaching or removing implements to/from tractors; physical abilities for climbing ladders to prune or trim upper levels of trees as well as vegetation, frequently lifting and carrying objects up to 20kg. Ability to work outside in various weather conditions year-round as the work is performed predominately outdoors under prevailing weather conditions which may result in prolong exposure to cold, rain, fog, heat, snow and dampness, and extreme cold weather during winter months.

Selection process

When fully qualified, U.S. Citizen Eligible Family Members (USEFMs) and U.S. Veterans are given preference. Therefore, it is essential that the candidate specifically address the required qualifications above in the application.

Additional selection criteria

1. Management will consider nepotism/conflict of interest, budget, and residency status in determining successful candidacy.
2. Current employees serving a probationary period are not eligible to apply.
3. Current Ordinarily Resident employees with an Overall Summary Rating of Needs Improvement or Unsatisfactory on their most recent Employee Performance Report are not eligible to apply.
4. Currently employed U.S. Citizen EFMs who hold a Family Member Appointment (FMA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment.
5. Currently employed NORs hired under a Personal Services Agreement (PSA) are ineligible to apply for advertised positions within the first 90 calendar days of their employment unless currently hired into a position with a When Actually Employed (WAE) work schedule.

TO APPLY

Interested candidates for this position must submit the following for consideration of the application:

1. Universal Application for Employment (UAE) as a Locally Employed Staff or Family Member (DS-174);
or
2. A current resume or curriculum vitae that provides the same information found on the UAE (see *Appendix B*); **or**
3. A combination of both; i.e. Sections 1 -24 of the UAE along with a listing of the applicant's work experience attached as a separate sheet; **plus**
4. Candidates who claim U.S. Veterans preference must provide a copy of their Form DD-214 with their application. Candidates who claim conditional U.S. Veterans preference must submit documentation confirming eligibility for a conditional preference in hiring with their application.
5. Any other documentation (e.g., essays, certificates, awards) that addresses the qualification requirements of the position as listed above.

Submit application to

Human Resources Office, U.S. Embassy Bishkek

Address: Prospect Mira, 171, Bishkek, Kyrgyz Republic

Or e-mail: BishkekHR@state.gov

Point of contact

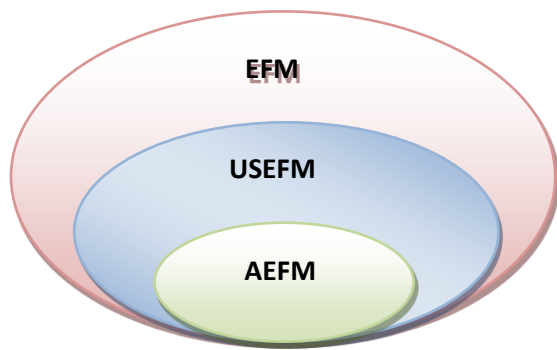
Telephone: +996-312-551-241 (Ask telephone operator to transfer the call to the Human Resources Office.) Fax: +996-312-551-264

Closing date for this position: Tuesday, May 26, 2015 by close of business at 17:00

The U.S. Mission in Bishkek provides equal opportunity and fair and equitable treatment in employment to all people without regard to race, color, religion, sex, national origin, age, disability, political affiliation, marital status, or sexual orientation. The Department of State also strives to achieve equal employment opportunity in all personnel operations through continuing diversity enhancement programs.

The EEO complaint procedure is not available to individuals who believe they have been denied equal opportunity based upon marital status or political affiliation. Individuals with such complaints should avail themselves of the appropriate grievance procedures, remedies for prohibited personnel practices, and/or courts for relief.

Appendix A**DEFINITIONS**



This diagram demonstrates how an Appointment Eligible Family Member (AEFM) is also a U.S.- citizen Eligible Family Member (USEFM) as well as an Eligible Family Member (EFM).

1. **Eligible Family Member (EFM)**: An individual related to a U.S. Government employee in one of the following ways:

- Spouse or same-sex domestic partner (as defined in 3 FAM 1610);
- Child, who is unmarried and under 21 years of age or, regardless of age, is incapable of self-support. The term shall include, in addition to natural offspring, stepchildren and adopted children and those under legal guardianship of the employee or the spouse when such children are expected to be under such legal guardianship until they reach 21 years of age and when dependent upon and normally residing with the guardian;
- Parent (including stepparents and legally adoptive parents) of the employee or of the spouse, when such parent is at least 51 percent dependent on the employee for support;
- Sister or brother (including stepsisters and stepbrothers, or adoptive sisters or brothers) of the employee, or of the spouse, when such sibling is at least 51 percent dependent on the employee for support, unmarried, and under 21 years of age, or regardless of age, incapable of self-support.

2. **U.S. Citizen Eligible Family Member (USEFM)**: For purposes of receiving a preference in hiring for a qualified position, **an** EFM who meets the following criteria:

- U.S. Citizen; and,
- EFM (see above) at least 18 years old; and,
- Listed on the travel orders of a direct-hire Foreign, Civil, or uniformed service member assigned to or stationed abroad with a USG agency that is under COM authority, or at an office of the American Institute in Taiwan; and either:
 1. Resides at the sponsoring employee's or uniformed service member's post of assignment abroad or at an office of the American Institute in Taiwan; or
 2. Resides at an Involuntary Separate Maintenance Allowance (ISMA) location authorized under 3 FAM 3232.2.

3. **Appointment Eligible Family Member (AEFM)**: EFM (see above) eligible for a Family Member Appointment for purposes of Mission employment:

- *Is a* U.S. Citizen; and
- Spouse or same-sex domestic partner (as defined in 3 FAM 1610) or a child of the sponsoring employee who is unmarried and at least 18 years old; and
- *Is* listed on the travel orders *or approved Form OF-126, Foreign Service Residence and Dependency Report*, of a sponsoring employee, i.e., a direct-hire Foreign Service, Civil Service, or uniformed *service* member who is permanently assigned to or stationed abroad at a U.S. mission, or at an office of the American Institute in Taiwan (AIT), and who is under chief of mission authority; and
- *Is* residing at the sponsoring employee's post of assignment abroad or, as appropriate, office of

the American Institute in Taiwan.

- Does not receive a Foreign Service or Civil Service annuity

4. **Member of Household (MOH)**: An individual who accompanies a direct-hire Foreign, Civil, or uniformed service member permanently assigned or stationed at a U.S. Foreign Service post or establishment abroad, or at an office of the American Institute in Taiwan. An MOH is:

- Not an EFM; and,
- Not on the travel orders of the sponsoring employee; and,
- Has been officially declared by the sponsoring USG employee to the COM as part of his/her household.

A MOH is under COM authority and may include a parent, unmarried partner, other relative or adult child who falls outside the Department's current legal and statutory definition of family member. A MOH does not have to be a U.S. Citizen.

5. **Not Ordinarily Resident (NOR)** – An individual who:

- Is not a citizen of the host country; and,
- Does not ordinarily reside (*OR*, see below) in the host country; and,
- Is not subject to host country employment and tax laws; and,
- Has a U.S. Social Security Number (SSN).

NOR employees are compensated under a GS or FS salary schedule, not under the LCP.

6. **Ordinarily Resident (OR)** – A Foreign National or U.S. citizen who:

- Is locally resident; and,
- Has legal, permanent resident status within the host country; and,
- Is subject to host country employment and tax laws.

EFMs without U.S. Social Security Numbers are also OR. All OR employees, including U.S. citizens, are compensated in accordance with the Local Compensation Plan (LCP).

Appendix B

If an applicant is submitting a resume or curriculum vitae, s/he must provide the following information equal to what is found on the UAE.

Failure to do so will result in an incomplete application.

- A. Position Title
- B. Position Grade
- C. Vacancy Announcement Number (if known)
- D. Dates Available for Work
- E. First, Middle, & Last Names as well as any other names used
- F. Current Address, Day, Evening, and Cell phone numbers
- G. U.S. Citizenship Status (*Yes or No*) & status of permanent U.S. Resident (*Yes or No*; if yes, provide number)
- H. U.S. Social Security Number and/or Identification Number
- I. Eligibility to work in the country (*Yes or No*)

- J. Special Accommodations the Mission needs to provide *(Yes or No; if yes, provide explanation)*
- K. If applying for position that includes driving a U.S. Government vehicle, Driver's License Class/Type
- L. Days available to work
- M. List any relatives or members of your household that work for the U.S. Government (include their Name, Relationship, & Agency, Position, Location)
- N. U.S. Eligible Family Member and Veterans Hiring Preference
- O. Education
- P. License, Skills, Training, Membership, & Recognition
- Q. Language Skills
- R. Work Experience
- S. References